



Cultural Humility: People, Principles, and Practices

April 25, 2018: 2 PM ET



The Promise of Community Action

*Community Action changes people's lives,
embodies the spirit of hope,
improves communities, and
makes America a better place to live.*

*We care about the entire community and
we are dedicated to helping people
help themselves and each other.*



Agenda

April 25, 2018



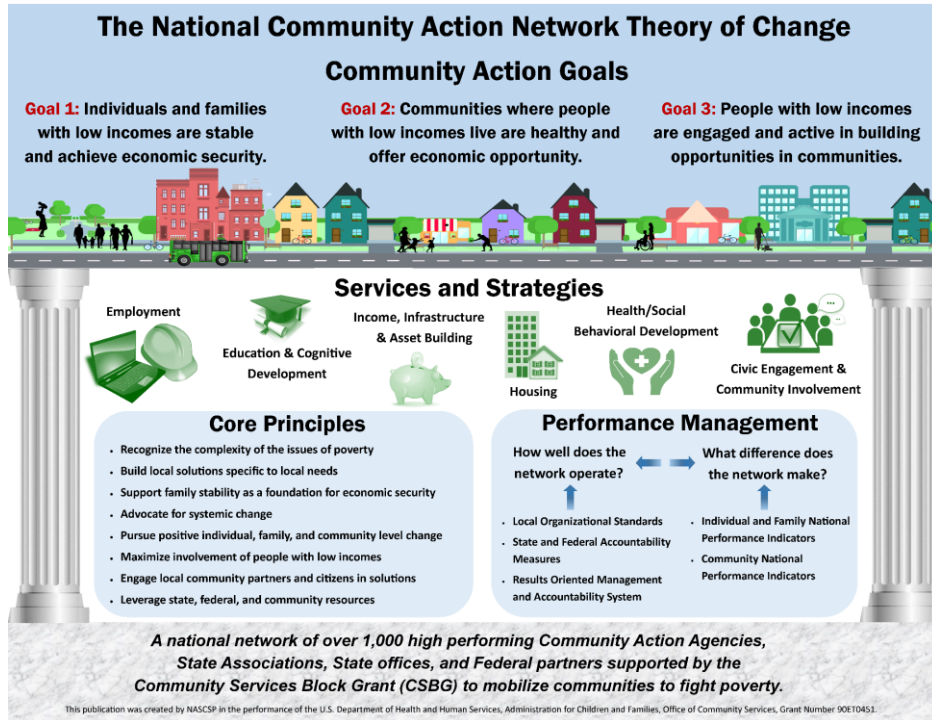
- Learning Community Information
- Introductions
- Cultural Humility: People, Principles, and Practices
- Question & Answer Session
 - type your questions in the chat box at anytime throughout the webinar!
- Meeting Schedule & Wrap Up



***Purpose:** The purpose of the LCRC is to analyze Community Action outcomes and identify effective, promising, and innovative practice models that alleviate the causes and conditions of poverty.*

BUILD CAA CAPACITY TO FIGHT POVERTY!





THE LEARNING COMMUNITY

Open LCGs

- **Health Intersections**
- Decreasing Family Homelessness
- Results at the Community Level
- Cultivating Data Centered Organizations

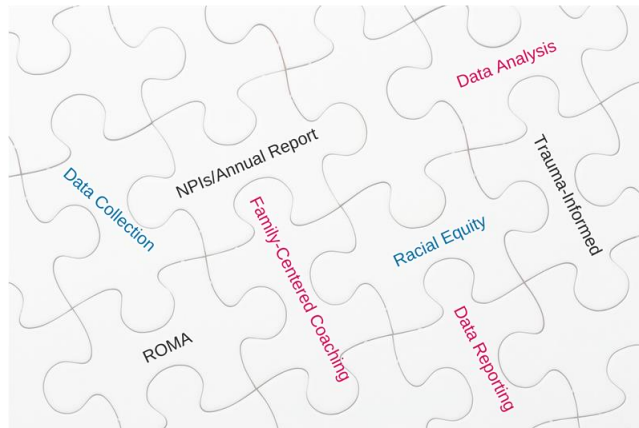
Intensive LCGs

- Integrated Services to Improve Impact
- Financial Empowerment for Families
- Whole Family Approaches for Economic Mobility from Poverty 1.0

Communities of Practice

- Rural Integration Model for Parents and Children to Thrive (IMPACT)
- Whole Family Approaches for Economic Mobility from Poverty 2.0

FRAMEWORK COMPONENTS:



A DEFINITION

“Learning communities provide a space and a structure for people to align around a shared goal. Effective communities are both aspirational and practical. They connect people, organizations, and systems that are eager to learn and work across boundaries, all the while holding members accountable to a common agenda, metrics, and outcomes. These communities enable participants to share results and learn from each other, thereby improving their ability to achieve rapid yet significant progress.”

- Harvard Center on the Developing Child

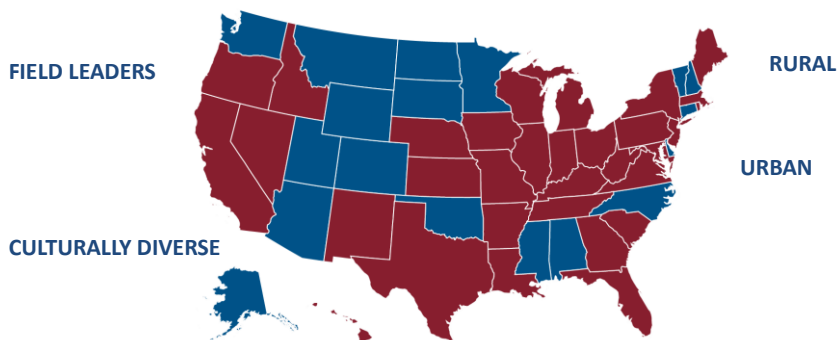


SMALL ACTIONS
X LOTS OF PEOPLE
= BIG CHANGE!



THE LEARNING COMMUNITY

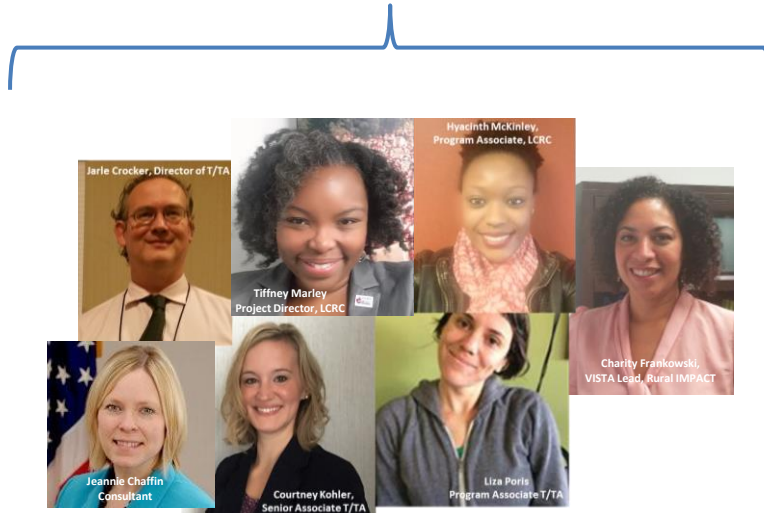
All 11 Regions - 33 States - 407 Counties
are Represented in the Learning Community



Total individuals served: 1,640,775



LCRC TEAM



Subject Matter Experts



Dr. Dayna Long
 Department for Community Health and Engagement (DCHE)
 UCSF Benioff Children's Hospital - Oakland, CA



Leanna Lewis, LCSW
 PRIME-US
 UC Berkeley – UCSF Joint Medical Program
 School of Public Health - Berkeley, CA





Cultural Humility: People, Principle and Practices

Leanna W. Lewis, MSW, LCSW
Manager, Cultural Humility Initiatives



100%
kids.





Today's Agenda

- Learn the history of cultural humility
- Identify the principles of cultural humility
- Build a shared language, definitions, and related concepts.



“Listen as if the speaker is wise.”

“ To understand what another person is saying, you must assume that it is true and try to imagine what it could be true of. ”

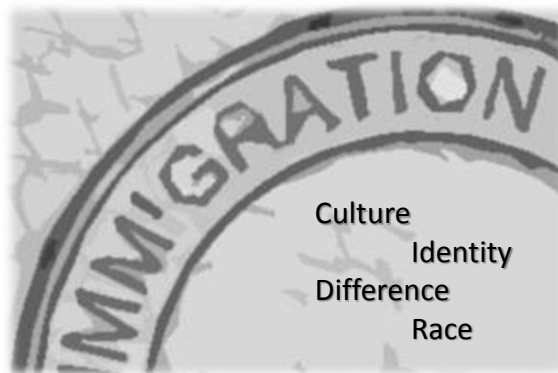
- Miller's Law



The ground on which we stand



Immigration, Diversity and Destiny





What is Culture?

**Culture is a society's style,
its way of living and dying.
It embraces the erotic and the culinary arts;
dancing and burial; courtesy and curses;
work and leisure; rituals and festival;
punishments and rewards;
dealing with the dead and with the ghosts,
who people our dreams;
attitudes toward women, children,
old people and strangers, enemies and allies;
eternity and the present;
the here and now and the beyond.**

-Octavio Paz

Adapted from *Mexico and the United States*, The New Yorker, September 17, 1979 Translated by Rachel Phillips Belsah



Culture is...

System of shared elements
including beliefs,
values, customs,
behaviors, evaluations,
and communications that are
passed down
from generation to generation

(Hays, 2001; NCCREST 2005)





“Ethnic and racial and cultural identities shape so much of who we are in the world. Ethnic and racial and cultural identities provide a filter by which we see and look at the same world around us, and see it so very differently.”

Dr. Ken Hardy, Ph.D.



Cultural Humility is...

“ not a discreet endpoint, but a commitment and active engagement in a lifelong process that individuals enter into on an ongoing basis with participants, communities, colleagues, and with themselves.” -- Leland Brown, 1994

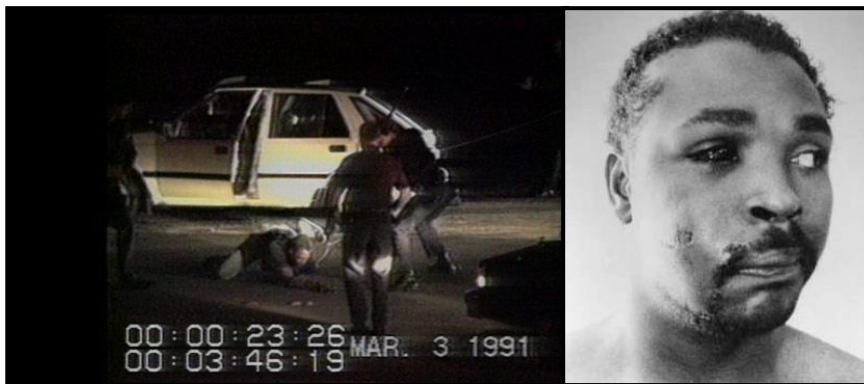
Adapted from Dr. Melanie Tervalon



Cultural Humility People, Principles, and Practices



Rodney King 1991-92





Adapted from Melanie Tervalon, MD, MPH 2018

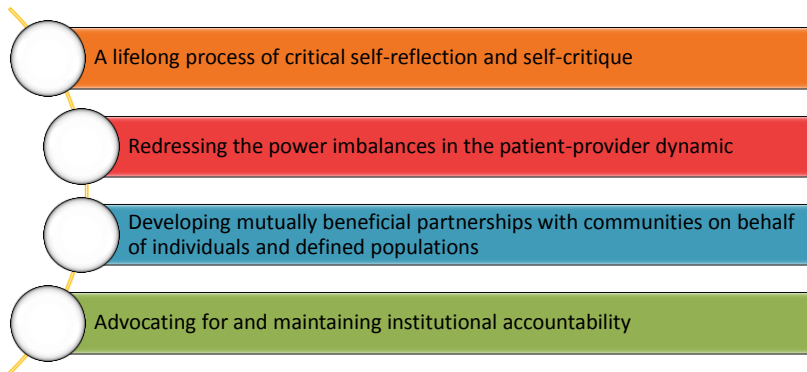


Slide courtesy of Dr. Melanie Tervalon, MD



Cultural Humility

Developed by Doctors Melanie Tervalon and Jann Murray-Garcia, cultural humility is...



Tervalon M, Murray-Garcia J: "Cultural humility versus cultural competence: a critical distinction in defining physician training outcomes in multicultural education," *Journal of Health Care for the Poor and Underserved* 1998; 9(2):117-124



Critical Self-Reflection and Life Long Learning:

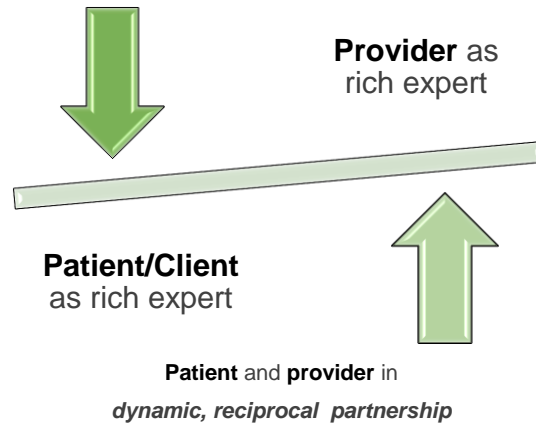
- Know your own identity and what you are bringing to an interaction.
- In what ways are you bringing your identity, power and privilege to the work?



Adapted from Dr. Melanie Tervalon



Redressing Power Imbalance



Adapted from Dr. Melanie Tervalon



Partnership with Community



**Community is central, not peripheral,
to the work and we advocate in partnership.**

Adapted from Dr. Melanie Tervalon



Institutional Accountability



Acknowledgment and assumption of responsibility for actions, products, decisions, and policies including the administration, governance, and implementation within the institution

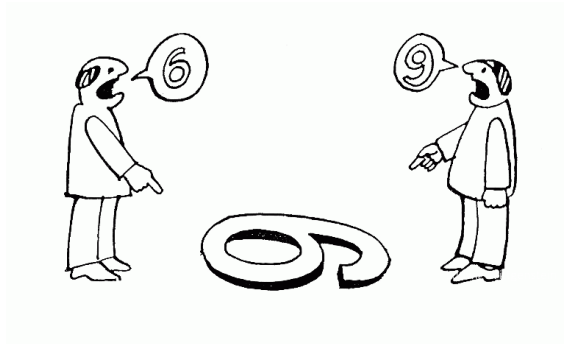


Questions?





Establishing Shared Language



**AT SOME POINT WHAT
PEOPLE MEAN WHEN
THEY USE A WORD
BECOMES
IT'S MEANING**

William Satire

**THE MEANING OF A
WORD IS ITS USE IN
THE LANGUAGE**

Ludwig Wittgenstein





What is?



Marked by modesty in behavior, attitude or spirit; showing patience, gentleness and moderation about ones own abilities and values.



Cultural Competence and Cultural Humility

What's the difference?

Cultural Humility	Cultural Competence
<ul style="list-style-type: none"> • Learner/student • Fluid • Flexible, dynamic • Personal, authentic • Partnership • Evolving • Path to Equity 	<ul style="list-style-type: none"> • Mastery/expert • End point • Rigid • Technical • Hierarchy • Linear • Status quo

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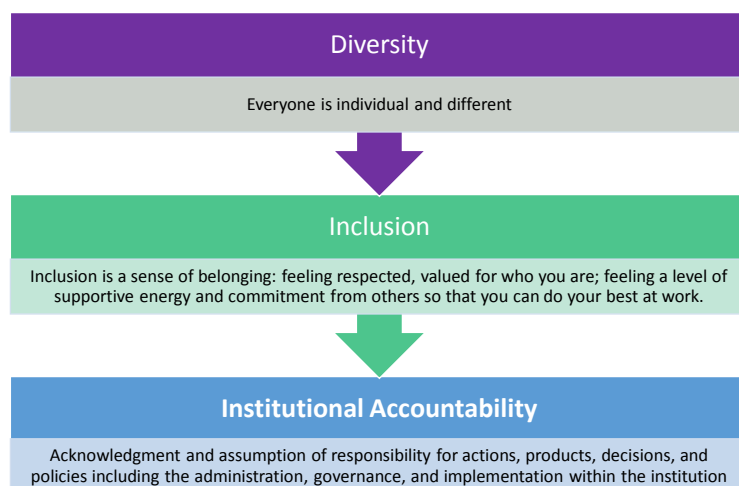


Diversity and Inclusion



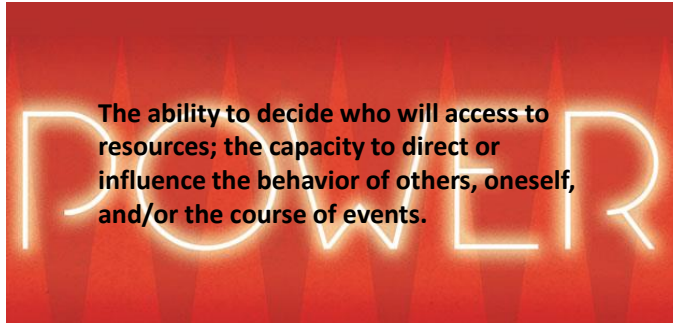
“Diversity is the mix. Inclusion is making the mix work,” Andrés Tapia

www.RedShoeMovement.com





What is



What is



Unearned access to resources only readily available to some people as a result of their advantaged social group membership.



INTERSECTIONALITY

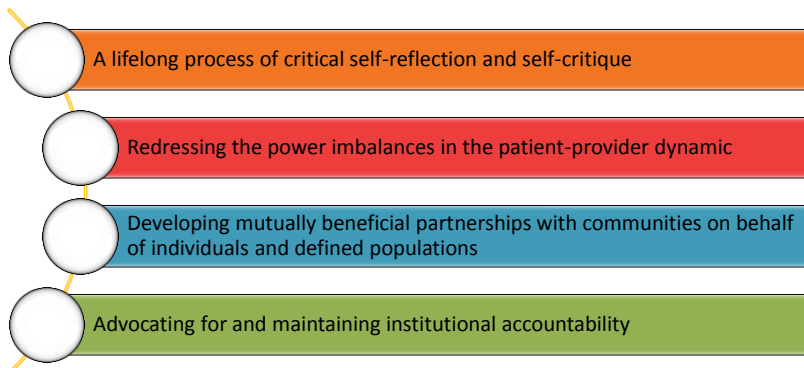
The study of the intersection between different systems of oppression and domination including privileges that accompany gender, race, ethnicity, socioeconomic class, sexual orientation, religion, ability, etc.

F=E feminismisequity.com

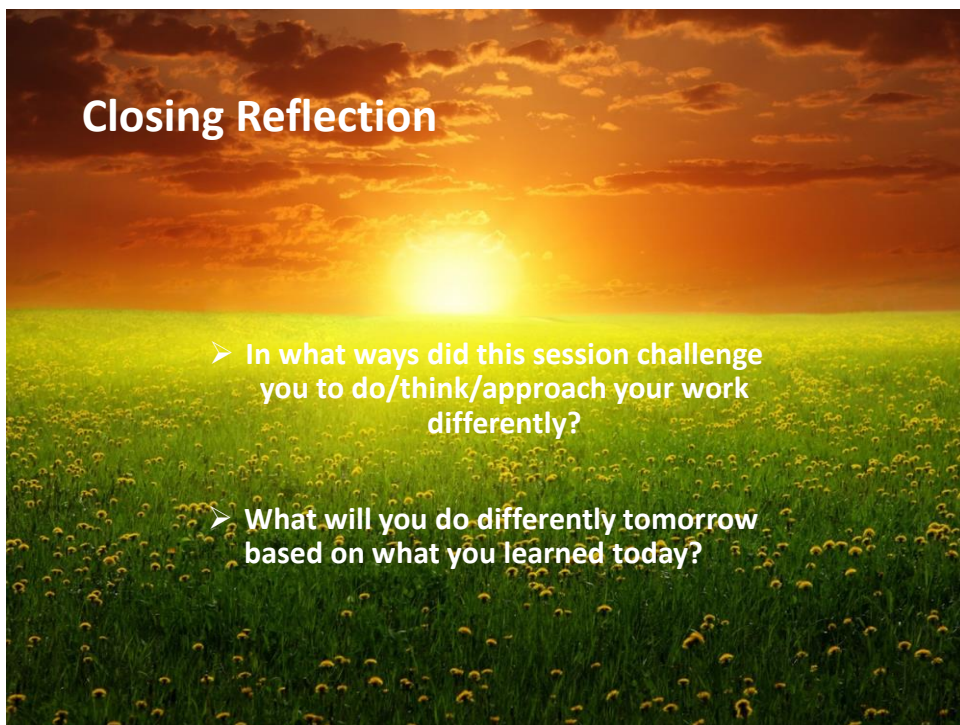
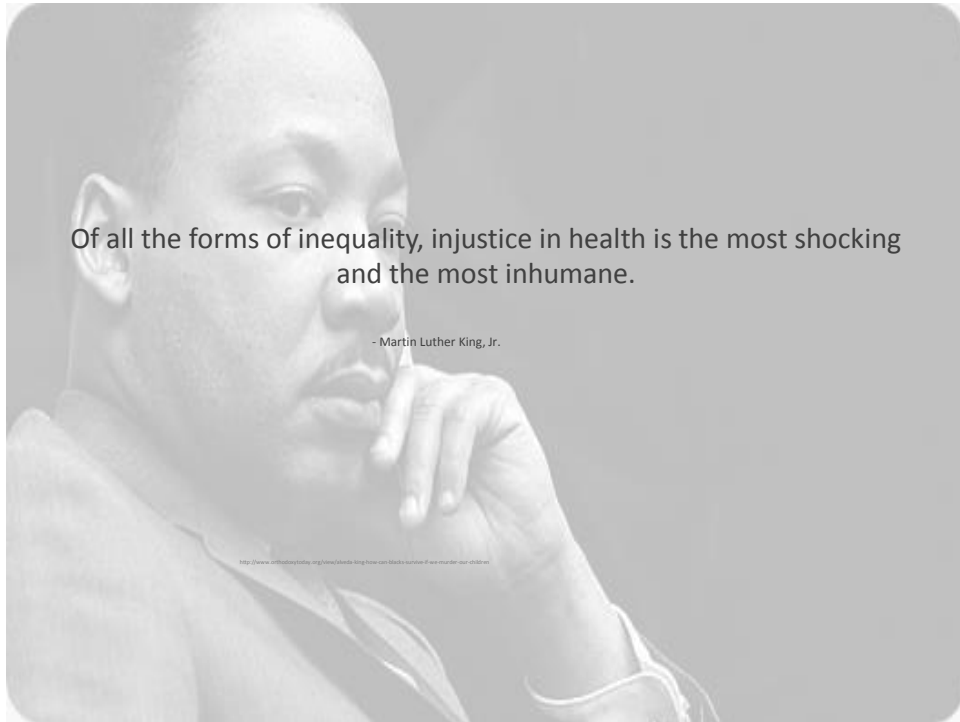


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References

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- Hardy, K. (2015) Race Inside and Outside the Therapy Room, Psychotherapy Networker Symposium. Retrieved from <http://www.socialwork.career/2015/09/race-matters-how-to-talk-effectively-about-race.html>
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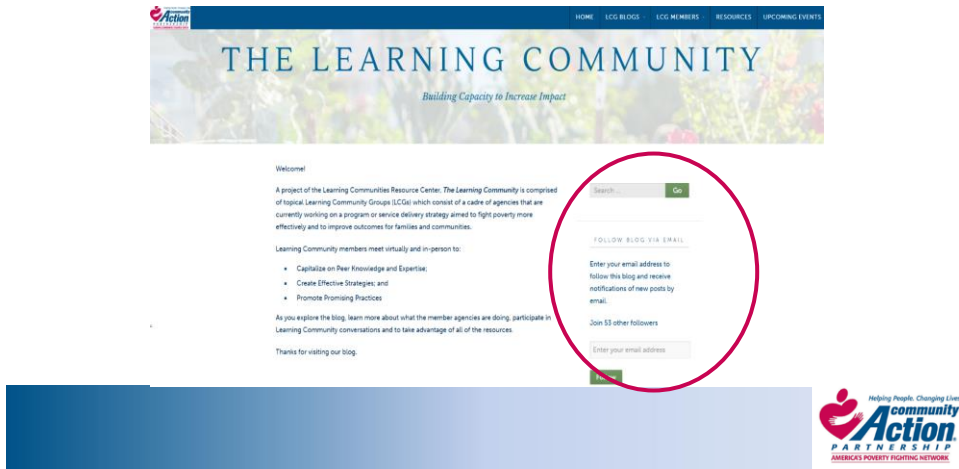
Open Chat and Questions



Follow the Learning Community Blog

Visit: www.lcrcweb.com

and Subscribe!



CSBG TTA Resource Center



T/TA Submission

Submit a request for training or technical assistance. We will confidentially help you identify issues or areas of improvement, point to resources, and connect you with those that can help.



Consultant Bank

Search through a screened list of consultants who offer T/TA in the CSBG Network.



Discussion Forum

Connect with your peers to ask questions, share experiences, and get announcements.



Resource Bank

Search for resources such as evidence based or informed programs and practices, toolkits and guidebooks, webinar recordings, and more.



Shared Calendar

View a calendar of events in the CSBG Network.



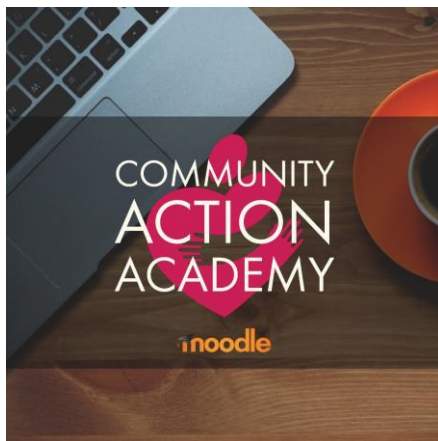
www.csbgtta.org



Webinar Wednesdays!



<https://www.communityactionpartnership.com/menus/webinars.html>



Stay Connected Continue Learning

Join the online Community
Action Academy!

Health Intersections

Free, online learning hub for the
Community Action Network

1. Go to <https://moodle.communityactionpartnership.com> & create an account.
2. Once the account confirmation is complete (via email), login.
3. In the Course Categories box to the right of the screen, click Learning Communities.
4. Choose Open Learning Community Groups, then *Health Intersections*.

Engage through online discussion, accessing resources, and agency resource sharing!





Meeting Schedule

~~February 21, 2018 at 2 pm ET~~

▪ ~~February 28, 2018 at 2 pm ET~~

▪ ~~April 4, 2018 at 2pm ET~~

▪ ~~April 25, 2018 at 2pm ET~~

▪ May 23, 2018 at 2pm ET ([Register](#))

▪ June 27, 2018 at 2pm ET ([Register](#))



Cultural Humility and Health Equity

Wednesday, May 23 at 2:00pm ET

Cultural humility provides a framework that can be utilized to impact health equity in policy and practice. This session will provide an overview of the relationship between cultural humility and health equity. (Part 2 of 2)



2018 National Community Action Partnership Annual Convention

Early Bird Registration Ends April 30th –
Register, Advertise, Sponsor Today!

#CAPCON18

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